

76-2691

15 SEP 1976

DD/A Registry

File

Personnel 9

DD/A Registry

76-4652

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM : F. W. M. Janney
Director of Personnel

SUBJECT : Rehired Civilian Annuitants

REFERENCES : A. Memorandum, dated 20 August 1976 from D/Pers to DCI,
subject: Report on Rehired Civilian Annuitants
(attached)

B. Memorandum, dated 8 July 1976 from AD/Pers to DDCI,
subject: Report of Rehired Annuitants and Employed
Retired Military Officers (copy attached)

25X1A

C. [REDACTED] "Special Considerations in Hiring or Using
the Services of Certain Individuals" (copy attached)

D. Suggested Draft Memorandum Regarding Rehired Annuitants

1. After reviewing Referent A memorandum listing the rehired civilian annuitants on board as of 30 June 1976, you expressed concern that the numbers of rehired annuitants are excessive. As background, you may recall that in April 1976, [REDACTED] submitted a memorandum to the Secretary, CIA Management Committee requesting that certain aspects of Agency personnel practices as they relate to employment of retired military officers and civilian annuitants be discussed at a future meeting of the Management Committee. As a result of [REDACTED] memorandum, the Office of Personnel prepared a study on this matter. The study, forwarded under a covering memorandum dated 8 July 1976 will be of assistance to you in considering the Agency's current utilization of retirees. A copy of the study is listed as Attachment B.

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25X1A

2. [REDACTED] (listed as Attachment C) is the Agency regulation governing the use of retired Agency employees, other retired U. S. Government civilian employees and retired military officers. As stated in the regulation, retirees "may be hired to meet only those requirements that cannot be filled by the internal reassignment or training of on-duty personnel, or by the recruitment of new employees who are qualified and who may be expected to serve a considerable number of years with the Agency." The regulation further requires that

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E2IMPDET

CL BY: 063837

SUBJECT: Rehired Civilian Annuitants

Deputy Directors and Heads of Independent Offices will ensure that the proposed engagement of a retiree, including the extension of an appointment or contract, is consistent with that policy. In my approving the initial use or extension of a rehired civilian annuitant, I ensure that each request has the written endorsement of the respective Deputy Director or Associate Deputy Director concerned. While many annuitants are hired for relatively brief periods, i.e., one week to a few months, those that extend beyond the initial approval period must be re-justified and approved in the same manner as the initial request. Thus, I believe we already have the precise guidelines governing the rehiring of civilian annuitants and the monitoring of their utilization as required by [REDACTED]

25X1A

3. For your information, there has been a tightening up on the categorization of whether an individual is an employee or independent contractor with the recent revision of [REDACTED] which provides clarification as to whether the person's use properly meets the criteria for designation as an independent contractor.

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4. You may wish to bring your concern regarding the number of rehired annuitants to the Deputy Directors and Heads of Independent Offices. If so, I have attached a suggested draft memorandum along those lines as Attachment D.

(Signed) F. W. M. Janney

F. W. M. Janney

Attachments
As Stated

Distribution:

- 0 - Addressee with references
- 1 - ER (with Ref D)
- ~~1~~ - DDA (with Ref D)
- 1 - D/Pers (with Ref D)
- 2 - CPD (with Ref D)

25X1A OP/CPD/[REDACTED]mht:7841:15Sep76

DRAFT

MEMORANDUM FOR: Deputy Director for Administration
Deputy Director for Intelligence
Deputy Director for Operations
Deputy Director for Science and Technology
Deputy to the DCI for the Intelligence Community
Deputy to the DCI for National Intelligence Officers
Inspector General
Comptroller
General Counsel
Legislative Counsel

FROM : E. H. Knoche
Deputy Director of Central Intelligence

SUBJECT : Rehired Annuitants

REFERENCE : [REDACTED] STATINTL

The Director of Personnel recently furnished me a list of rehired civilian annuitants on board in the Agency as of 30 June 1976. My impression is that the overall number is excessive. My concern is that perhaps in certain instances we are hiring annuitants to accomplish work that could be performed with our on-duty employees. I recognize that a retiree often represents a wealth of unique background and experience and is sometimes the best qualified person to accomplish a job. Nevertheless, I ask that each of you carefully examine each request for the initial hire or extension of hire of each annuitant and personally satisfy yourself that the job cannot be done by STATINTL personnel already on board. As required by [REDACTED], the memorandum of justification submitted to the Director of Personnel should contain a statement to the effect that there is no qualified staff or contract employee who can

SUBJECT: Rehired Annuitants

fill the requirement. I have asked the Director of Personnel to monitor closely the use of civilian and military rehired annuitants and to report to me regularly.

E. H. Knoche

cc: Administrative Officer, DCI

DD/A Registry

File *Personnel 9*

20 AUG 1976

DD/A Registry
76-4198

MEMORANDUM FOR: Director of Central Intelligence

FROM : F. W. M. Janney
Director of Personnel

SUBJECT : Report on Rehired Civilian Annuitants

1. This report is for your information only.

2. The attached lists 202 retired civilian federal annuitants who have been rehired by the Agency and were on board as of 30 June 1976. The list is broken down by major using components. The category of usage (independent contractor, consultant, or contract employee) has been shown after each name.

3. The 202 are distributed by directorate as follows:

| | |
|----------|------------|
| DCI Area | 14 |
| DDO | 98 |
| DDI | 13 |
| DDS&T | 15 |
| DDA | <u>62</u> |
| TOTAL | <u>202</u> |

STATSPEC (Not included in the above figure are those independent contractors of the [REDACTED] some of whom are retirees from CIA and other government agencies and who, on occasion, do translations of unclassified foreign language documents in their homes and are paid on a fee basis per thousand words translated. [REDACTED] is presently identifying those individuals in that category.)

STATSPEC

4. The 202 figure represents a decrease of 15 from those on board as of 30 June 1975. Of the 202 figure, 184 are former Agency employees; 18 are civilian retirees of other government agencies. Two annuitants are serving without compensation. Of the 202, 23 are contract employees, 169 are independent contractors and 10 are Agency consultants.

(Signed) F. W. M. Janney

F. W. M. Janney
Director of Personnel

Distribution:

0 - Addressee
1 - DDCI
1 - ER
~~1~~ - DDA
1 - D/Pers
2 - CPD

25X1A

OP/CPD, [REDACTED]:mht:7841:19Aug76

25X1A

Approved For Release 2001/03/03 : CIA-RDP79-00498A000500070002-7

Next 8 Page(s) In Document Exempt

Approved For Release 2001/03/03 : CIA-RDP79-00498A000500070002-7

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Report on Rehired Civilian Annuitants

FROM:

Director of Personnel
5 E 58 Headquarters

EXTENSION

6825

NO.

DATE

DD/A Registry

File Personnel-9

24 AUG 1976

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

Executive Registry

76-9887/1

1. Deputy Director for Administration
7 D 18 Headquarters

23 AUG 1976

33

30 AUG 1976

To
Director of Personnel

3. Deputy Director of Central Intelligence
7 E 12 Headquarters

25 Aug

8/27

dk

5. Director of Central Intelligence
7 E 12 Headquarters

1 SEP 1976

via DDA 7

6. *Director of Personnel*

~ Fred: I believe these numbers are excessive but I have no way to reach ~~and~~ an informed judgment or a decision. Please let me know what you would think about a directive from me to you asking you (1) to weigh the use of individual annuitants against what would be required without such use; (2) to develop precise guidelines governing employment of annuitants; and (3) permanently monitoring use of annuitants. Also, should we impose quota restrictions.

| SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM | | | |
|--|------------------|---------------------|-----------------------|
| UNCLASSIFIED | | CONFIDENTIAL | |
| SECRET | | SECRET | |
| OFFICIAL ROUTING SLIP | | | |
| TO | NAME AND ADDRESS | DATE | INITIALS |
| 1 | EO/DDA | 8/20 | J |
| 2 | | | |
| 3 | ADDA | 23 AUG 1976 | ly |
| 4 | | | |
| 5 | DDA | 23 AUG 1976 | 7 |
| 6 | | | |
| ACTION | | DIRECT REPLY | PREPARE REPLY |
| APPROVAL | | DISPATCH | RECOMMENDATION |
| COMMENT | | FILE | RETURN |
| CONCURRENCE | | INFORMATION | SIGNATURE |
| Remarks: | | | |
| <p><u>Annuitants.</u> A sobering list! -- and a nostalgic one. There are DDO people who retired years and years ago or whom I have not thought of for many years still on the rolls.</p> <p>Although there are probably good reasons, I found it interesting that EA and LA Divisions have so few annuitants (4 and 3, respectively).</p> <p style="text-align: center;">RFZ</p> | | | |
| FOLD HERE TO RETURN TO SENDER | | | |
| FROM: NAME, ADDRESS AND PHONE NO. | | | DATE |
| | | | |
| <p>Approved For Release 2001/03/03 : CIA-RDP79-00498A000500070002-7</p> | | | |
| FORM NO. 1-67 | | CONFIDENTIAL | |

[illegible]

| | | | |
|---|-----------------|---------------------|--|
| TRANSMITTAL SLIP | | DATE 15 SEP 1976 | |
| TO: DDA | | | |
| ROOM NO. 7 D 18 | BUILDING Hqs | | |
| REMARKS | | | |
| <p style="text-align: right;"><i>Noted by DDA 9/17/76</i></p> | | | |
| FROM: Director of Personnel | | | |
| ROOM NO. 5 E 58 | BUILDING Hqs | EXTENSION 6825 | |

FORM NO. 241 48-10000-100-36-0

For Release 2001/03/03 : CIA-RDP79-00498A